

Example of Medical Time - CA Employee

Note: Example assumes certified disabled for 12 weeks, actual duration will vary based on individual situation

Leave	Medical Disability											
	Week 1	2	3	4	5	6	7	8	9	10	11	12
Protection Leave Laws - Federal and State	Family and Medical Leave Act (FMLA)*											
	California Family Rights Act (CFRA)*											
	Week 1	2	3	4	5	6	7	8	9	10	11	12
Income Replacement (Through VDI, Sick Time or PTO)		CA Voluntary Plan (VDI) 70% of Salary up to \$3,500/week paid by Larkin										
		Option to use Sick Time to supplement pay, if it exhausts, then may use some accrued PTO. Request in Workday, paid by Splunk. For Week 1, the 5 business day waiting period, you can use 8 hours of Sick Time/PTO per day. Thereafter, no more than 30% of Sick/PTO (about 12 hours/week) per week to supplement other income replacement benefits.										
	Week 1	2	3	4	5	6	7	8	9	10	11	12

* An employee is eligible for leave under FMLA and CFRA provided they (1) have been employed by Splunk for at least 12 months, and (2) has worked at least 1,250 hours during the 12-month period immediately preceding their leave. Larkin, our leave administrator, will inform of leave eligibility under these laws.